

2013 Program Report Card Update: Jobs Funnel Program (Office of Workforce Competitiveness)

Quality of Life Result: All Connecticut working age residents have jobs that provide financial self-sufficiency.

Contribution to the Result: The Jobs Funnels prepare qualified unemployed/under-employed adult residents of targeted communities for good-paying construction jobs and pathways to careers in the building trades leading to financial self-sufficiency.

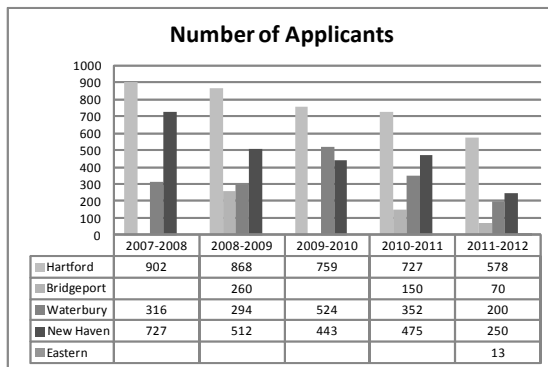
Actual FY12 Program Expenditures: State Funding: \$403,750 Federal Funding: \$1,378,423 Other Funding: \$1,152,780 Total: \$2,934,953

Estimated FY13 Program Expenditures: State Funding: \$425,000 Federal Funding: \$2,343,121 Other Funding: \$1,566,093 Total: \$4,464,214

Partners: Organized building trades, workforce investment boards, employers, community-based organizations, municipal governments, non-profit service providers, building contractors, private developers, community foundations, community colleges, CT Department of Labor, other state agencies

How Much Did We Do?

Performance Measure 1: Number of applicants to the Jobs Funnel programs.



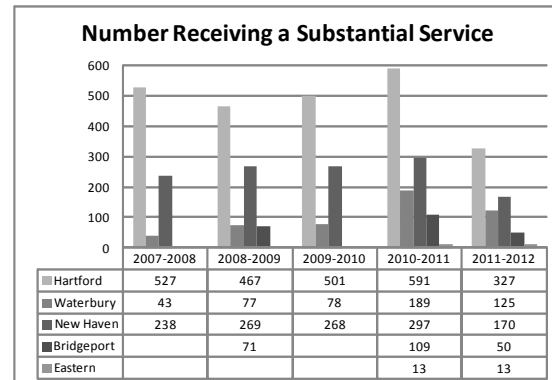
Story behind the baseline: The Jobs Funnels serve individuals facing significant barriers to employability. The majority of applicants: are long-term un-/under-employed with limited work histories and incomes below the poverty level. They are often basic-skills deficient; are predominantly 25-35 year-old Black or Hispanic males; and many are parents of young children. A significant number have had contact with the criminal justice system. The focus is on individuals interested in construction careers. After assessment and screening, unprepared applicants are referred to Adult Education or WIA programs including the CTWorks One-Stop offices. The Eastern CT WIB launched a Jobs Funnel this fiscal year expanding the reach of this program. In FY11 the Hartford Funnel expanded to include New Britain and Bristol, and the Bridgeport Funnel geared up for implementation following a year off in FY10. However, the total number of applicants appears to

have declined. In fact, the apparent decline is due to changes in the method for counting applicants to more accurately reflect new participants. Previous years had included participants who were carried over from the prior program year.

Trend: ◀▶

How Well Did We Do It?

Performance Measure 2: Number of Jobs Funnel participants receiving substantial services.



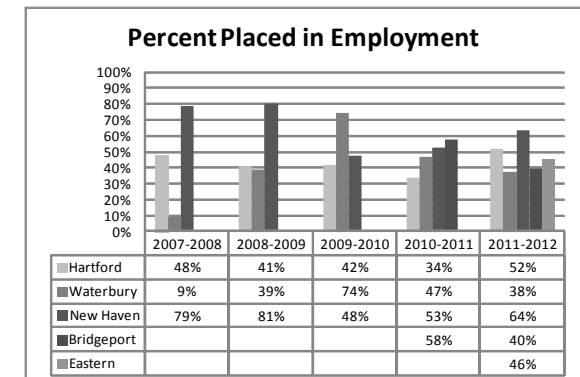
Story behind the baseline: The Funnels continue to improve the effectiveness of their targeted outreach and recruitment efforts. The percentage of applicants receiving substantial services, as participants in the Jobs Funnels programs, was 62 percent (685). This demonstrates that along with the launching of new Funnels the programs targeted a high percentage of appropriate individuals as applicants.

Substantial services offered include: intensive case management; remedial math instruction; pre-

employment life-skills workshops preparing candidates to find and keep jobs (e.g., math refresher, resume-writing, interviewing, team-building, money management, substance abuse awareness); short-term pre-employment training in various building trades skills; stipends, work gear and tools; job placement; and, ongoing, post-placement job retention support. A mix of services are offered to participants based on their individual needs.

Trend: ▼

Performance Measure 3: Percent of Jobs Funnels participants receiving substantial services who are placed into employment.



Story behind the baseline: The job placement rate for Funnels participants who received substantial services improved overall for the statewide program compared to prior years. The statewide aggregate placement rate of 50% is up from the previous year at 43% and more consistent with earlier years.

2012 Program Report Card Update: Jobs Funnel Program (Office of Workforce Competitiveness)

Quality of Life Result: All Connecticut working age residents have jobs that provide financial self-security

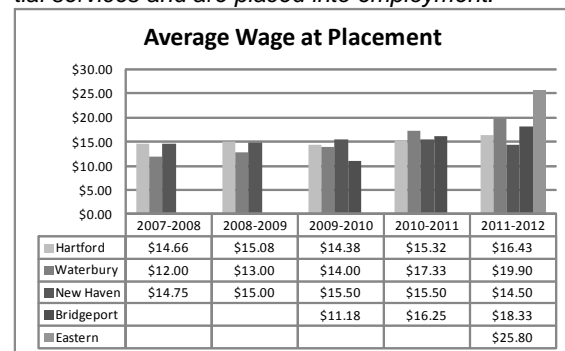
The placement rate is a significant achievement in an economy where construction activity and construction employment opportunities have been sluggish due to continuing difficulties in the economy.

Key partners supporting efforts to place qualified participants into construction jobs remain a crucial feature of the Jobs Funnel model. The organized building trades are vital collaborators in each of the local sites, providing a mix of technical assistance, training, and access to apprenticeships and good jobs. Private developers and construction contractors play important roles in accessing job opportunities, helping to meet their own needs for qualified workers. The statewide Jobs Funnels job placement rates are up for some regions but not others in FY12.

Trend: ◀▶

Is Anyone Better Off?

Performance Measure 4: Average starting wage for Jobs Funnels participants who receive substantial services and are placed into employment.



Story behind the baseline: Average starting wages for Funnel participants appear to have continued a modest increase over prior years, likely reflecting an average increase in entry-level construction wages generally during this period.

Reported hourly wages for Funnel participants (\$14.50 - \$25.80¹) translate to approximately \$30,160 to \$53,664 if the hourly rate is annualized using 2,000 hours as the multiplier. This weekly rate cannot be translated into an annual wage based on working 50-52 weeks, since it is typical for construction workers to be off for a month or so during the course of the year.

Construction jobs pay better than most other jobs with comparable skill levels. Funnel participants placed in unionized jobs in construction have higher wages than those in non-union construction and usually receive benefits.

Trend: ▲

Proposed Actions to Turn the Curve:

OWC will convene a statewide working group comprising leaders of the local Jobs Funnels to collaborate on an ongoing basis to improve services and outcomes. The working group will focus on developing: improved/common data collection, tracking, and reporting practices; shared enhanced service strategies reflecting best practices; and common definitions and protocols.

Steering Committees for each of the Funnels will be strengthened to improve the quality of mutually beneficial partnerships and relationships critical to successful outcomes.

Efforts will be pursued to: promote use of project labor/community work agreements, enforcement of local hiring ordinances and use of first-source hiring agreements; expand remedial education options for participants; increase apprenticeship opportunities; increase training in "green skills" to improve participants' competitiveness; strengthen communications and relationships with developers and contractors responsible for hiring a construction workforce.

Data Development Agenda:

¹ Eastern CT trained participants to fill a specific regional need leading to higher than usual wages.

An effective data development effort is crucial to the Funnels' ability to achieve better results, manage the diversified funding streams, and report more accurately on outcomes. The Jobs Funnels data development agenda in FY12-13 comprises two key elements:

1. Expand use of the State's Unemployment Insurance wage records file (in partnership with CTDOL) to assess long-term financial impacts on participants placed in jobs, consistent with requirements of the Green Jobs Funnels Innovation grant.
2. The CT DOL OWC will work with the Funnel's to strengthen the consistency of info while recognizing each Funnels' uniqueness. OWC will establish a set of common procedures as a means to improve the consistency and accuracy of employment and wage information, taking into consideration factors that affect wages such as, job classification union vs. non-union placements and the seasonal nature of the industry.